

Date: 23rd January 2026
Our ref: FOI/26/016108/C

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/26/016108/C

I write in connection with your request for information dated 06/01/2026, received by Greater Manchester Police (GMP) for the following information:

I am writing to you under the Freedom of Information Act.

I would like to know about police leaver rates during the years 2020 - 2025 (1st Jan to 31st Dec).

1. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables were accepted onto the following training courses?

- *the Degree Holder Entry Programme,*
 - *the Police Constable Degree Apprenticeship,*
 - *the Initial Police Learning and Development Programme?*
- Please provide these figures in an excel spreadsheet.*

2. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables voluntarily resigned whilst on:

- *the Degree Holder Entry Programme*
 - *the Police Constable Degree Apprenticeship*
 - *the Initial Police Learning and Development Programme*
- Please provide these figures in the same spreadsheet as above.*

3. For the years 2020, 2021, 2022, 2023, 2024 and 2025 please break down the number of voluntary resignations by length of service:

- *Less than 1 year*
- *1 - 3 years*

- 3 - 5 years
- 5 - 10 years
- 10 - 15 years
- 15 - 20 years
- 20 - 25 years
- 25 - 30 years

4. Provide a short analysis explaining the key reasons for voluntary resignations derived from exit interviews or surveys. Please provide this in a Word document.

5. Provide a summary of actions taken to improve police officer retention. Please provide this in the same Word document.

If anything in this request is unclear or you feel that a substantive response is not possible within a reasonable time frame, I would be grateful if you could provide assistance as to how I could refine the request.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information. I can confirm the information requested is held by GMP.

Question 1

Figures - Headcount figures for Police Officers during relevant calendar year.
Source – Force Posting Information Report as of 19th January 2026.

Entry	2020	2021	2022	2023	2024	2025
DHEP Degree Holder Entry Programme	0	158	343	122	0	0
PCDA Police Constable Degree Apprenticeship	0	67	342	182	200	114
IPLDP Initial Police Learning and Development Programme	585	383	120	425	99	0

Question 2

Entry	2020	2021	2022	2023	2024	2025
DHEP Degree Holder Entry Programme	0	0	26	60	32	3
PCDA Police Constable Degree Apprenticeship	0	0	16	50	43	6
IPLDP Initial Police Learning and Development Programme	39	74	86	68	75	12

Question 3

Please note, length of service and voluntary resignation data is not held by calendar year but by financial year (Apr - Mar) therefore we have provided data for the most recent 6 years below.

Figures - Headcount figures for Police Officers during relevant financial year

Parameters - Figures include those where the leaver reason may have been: Resignation, Resigned, Resignation - Personal, Resignation - Ill Health Join Police Staff, Transferred to Other Force, Resigned - After Career Break, Resigned - Unsuitable to Work, Resigned Prior to Disciplinary Hearing, Resigned to Pursue Other Career.

Source - Force Starter and Leaver records for relevant year.

Service Banding	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26 YTD
Less than 32 Weeks	6	18	20	36	21	11
32 Wks - 2 Yrs	21	70	111	135	89	46
2 Yrs - 5 Yrs	22	67	82	81	97	66
5 Yrs - 10 Yrs	8	13	25	29	51	30
10 Yrs - 15 Yrs	34	30	17	10	12	11
15 Yrs - 20 Yrs	26	40	35	22	41	23
20 Yrs - 25 Yrs	9	19	18	15	46	17
25 Yrs - 28 Yrs	0	9	1	5	40	4
28 Yrs - 29 Yrs	0	0	0	0	12	1
29 Yrs - 30 Yrs	0	1	1	0	79	1
More than 30 Yrs	1	1	3	5	56	2

Question 4

In relation to officer voluntary resignations, the below were the main reasons given over the last 2 years of exit interviews.

In 2024, Exit Interview data gave the following key reasons why Police Officers left GMP:

- Senior management issues.
- Impact job has on personal life.
- Lack of line manager/supervisor support.
- Workload/demand.

In 2025, Exit Interview data gave the following reasons why Police officers left GMP:

- Impact job has on personal life.
- Health related.
- Feeling like I don't belong.
- Workload/demand.

- Work stress and burn out.

Question 5

As part of efforts to improve retention, GMP introduced STAY interviews as a way of engaging with officers who are considering leaving the organisation and these are conducted by the Insight Support and Engagement team. These stay interviews can be accessed by the officer directly or they can be referred to the team by anyone else. The STAY interview itself is a relaxed, informal conversation where officers can speak freely and in confidence with an experienced officer, providing a psychologically safe space that enables them to tell us about their experiences and underlying reasons for their decision to consider leaving. The STAY interview gives us the opportunity to identify the issues that may have contributed to the officer's decision to consider leaving and to look at any ways to resolve these where possible, to enable the officer to remain and thrive within the organisation.